

Gorge Waterway Action Society:

Restoration Technician



Hours: 35–40/week

Wage: \$18.40 per hour

Work Term: 8–16 weeks (funding dependant)

Start Date: mid-May or early-July

About Us

The Gorge Waterway Action Society (GWAS) is a registered charity dedicated to preserving and enhancing the Gorge Waterway in Victoria, BC. We are a small, passionate team committed to environmental education and ecological health in a place rich with biological and cultural significance. We are honoured to help steward these lands. We humbly acknowledge and respect the lək'wəŋən Peoples, the Songhees and x'wəpsəm (Esquimalt) Nations, on whose traditional and unceded territories we work, and T'Sou-ke, W̱SÁNEĆ and other First Nations peoples whose historical relationships with the land and water continue to this day.

At our core is the Gorge Waterway Nature House in Esquimalt Gorge Park: a hub of place-based, hands-on, youth-focused environmental education. We aim to engage with and educate our community on local ecosystems, climate change, and the environmental issues that surround us. We also conduct restoration and biology work in Esquimalt Gorge Park and the surrounding area, taking on a variety of projects that support the ecological health of the Gorge Waterway.

To learn more about us, visit our website at www.gorge.ca or our social media at www.facebook.com/gorgewaterway and [@gorgewaterwaynaturehouse](https://www.instagram.com/gorgewaterwaynaturehouse) on Instagram.

Job Description

GWAS seeks a motivated individual to join our team as a Restoration Technician.

Our Restoration Team aims to:

- increase native plant diversity and abundance, habitat for pollinators and wildlife, net biodiversity, and climate resilience through carbon drawdown;
- collaborate with the Interpreter Programs on outreach and creation of engaging, educational materials that showcase the importance of restoration and our active restoration projects;
- promote understanding of the UN's Sustainable Development Goals, with a focus on goals (13) Climate Action; (14) Life Below Water; and (15) Life On Land; and
- incorporate more culturally significant, native plant species into restoration projects, and acknowledge and honour traditional land stewardship practices and the unceded, traditional territory of the lək'wəŋən Peoples.

Our Restoration Technicians are responsible for increasing native plant abundance and diversity in Esquimalt Gorge Park, hosting volunteer restoration events for the community and local school/youth groups, conducting adaptive monitoring work and summary reports for restoration projects, and mentoring the staff in the Indigenous Youth Program regarding restoration principles and techniques. Additional responsibilities may include consulting with the Charity Development & Administration Team on grant writing for restoration projects and collaborating with the Nature Interpreter and Climate Teams on creating and presenting educational materials.

This year, the Restoration Team will focus on furthering restoration efforts in the Pollinator Meadow, Gorge Creek salt marsh, and Sherwood Forest. This position offers some flexibility in the projects our staff pursue, and we also encourage our staff to propose, design, and implement projects that interest them, within GWAS' capacity.

This position is hybrid, with work conducted both in person and from home. In-person work is conducted in Esquimalt Gorge Park and around the Gorge Waterway. If you have any concerns about working from home or in person, we still encourage you to apply, and we will accommodate your needs as best we can.

About You

You are passionate about ecological restoration and want to make a difference in your community. You may have an educational background in ecological restoration, environmental studies, biology, conservation, permaculture, or related lived experiences. You are driven, able to work independently, eager to learn, and self-motivated. Your values align with GWAS, and you believe in our mission.

You likely have some experience with:

- fieldwork and/or gardening;
- plant identification of common species;
- hosting volunteer events, outreach and communicating with the public;
- working with youth/student groups; and
- environmental education, research or report writing.

We encourage you to apply if you don't meet these experiences exactly but have aligned or adjacent skills and experiences.

As a Canada Summer Jobs (CSJ) position, you must also be between 15 and 30 years of age at the start of employment; a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the *Immigration and Refugee Protection Act* for the duration of the employment; and have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada per relevant provincial or territorial legislation and regulations.

How to Apply

Please send us your **one-page cover letter and resume in a single PDF file**. You may also send us a brief video introducing yourself instead of a cover letter. Please use the file name format **Firstname Lastname_Job Title.pdf** and submit your application via email to hiring@gorge.ca using subject heading **"Application: Restoration Technician"**. If you are applying for more than one seasonal position, please send all applications in a single email.

The Gorge Waterway Action Society is committed to cultivating an organization that reflects the diverse community we serve. We know that a wide range of backgrounds, identities, and lived experiences strengthens our work and helps us better support the people and environment around us. We welcome and encourage all applicants, including applicants from [historically and systematically underrepresented groups](#), to share the lived experiences they bring and how these perspectives can enrich the role.

If you face barriers or require accommodations during any stage of the hiring process, we are here to support you. Please contact hiring@gorge.ca at any time.

Please note: funding for this position is anticipated but not yet confirmed. The length of contract and number of hours per week for our work terms is reliant on the Canada Summer Jobs Program funding. We have provided our best estimate given past years' experiences, but these things are subject to change.

Please apply by **February 28, 2025**. Applicants selected for interviews will be contacted by March 21, and interviews will be held between March 24 and April 11. Due to the number of applicants, only those to be interviewed will be contacted.

Thank you for your interest in working with us!

